

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2213  
Revision No.: 26  
Date of Last Revision: 05/28/2002

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	9.57
01012	Accounting Clerk II	10.83
01013	Accounting Clerk III	12.57
01014	Accounting Clerk IV	15.13
01030	Court Reporter	13.34
01050	Dispatcher, Motor Vehicle	14.93
01060	Document Preparation Clerk	10.14
01070	Messenger (Courier)	8.75
01090	Duplicating Machine Operator	10.14
01110	Film/Tape Librarian	11.11
01115	General Clerk I	7.87
01116	General Clerk II	8.84
01117	General Clerk III	11.66
01118	General Clerk IV	12.78
01120	Housing Referral Assistant	14.83
01131	Key Entry Operator I	8.95
01132	Key Entry Operator II	9.06
01191	Order Clerk I	10.67
01192	Order Clerk II	12.10
01261	Personnel Assistant (Employment) I	10.03
01262	Personnel Assistant (Employment) II	11.27
01263	Personnel Assistant (Employment) III	14.31
01264	Personnel Assistant (Employment) IV	15.89
01270	Production Control Clerk	15.49
01290	Rental Clerk	11.11
01300	Scheduler, Maintenance	11.54
01311	Secretary I	10.51
01312	Secretary II	13.34
01313	Secretary III	14.83
01314	Secretary IV	18.70
01315	Secretary V	20.71
01320	Service Order Dispatcher	11.75

01341	Stenographer I	9.53
01342	Stenographer II	10.77
01400	Supply Technician	18.70
01420	Survey Worker (Interviewer)	11.18
01460	Switchboard Operator-Receptionist	11.12
01510	Test Examiner	13.34
01520	Test Proctor	13.44
01531	Travel Clerk I	9.59
01532	Travel Clerk II	10.09
01533	Travel Clerk III	10.88
01611	Word Processor I	11.65
01612	Word Processor II	12.57
01613	Word Processor III	15.93
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	10.09
03041	Computer Operator I	8.93
03042	Computer Operator II	13.33
03043	Computer Operator III	14.16
03044	Computer Operator IV	16.17
03045	Computer Operator V	17.91
03071	Computer Programmer I (1)	15.00
03072	Computer Programmer II (1)	17.44
03073	Computer Programmer III (1)	22.65
03074	Computer Programmer IV (1)	24.38
03101	Computer Systems Analyst I (1)	20.06
03102	Computer Systems Analyst II (1)	22.67
03103	Computer Systems Analyst III (1)	27.43
03160	Peripheral Equipment Operator	13.18
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	15.85
05010	Automotive Glass Installer	14.61
05040	Automotive Worker	14.61
05070	Electrician, Automotive	15.26
05100	Mobile Equipment Servicer	13.40
05130	Motor Equipment Metal Mechanic	15.85
05160	Motor Equipment Metal Worker	14.61
05190	Motor Vehicle Mechanic	15.85
05220	Motor Vehicle Mechanic Helper	12.83
05250	Motor Vehicle Upholstery Worker	14.03
05280	Motor Vehicle Wrecker	14.61
05310	Painter, Automotive	15.26
05340	Radiator Repair Specialist	14.61
05370	Tire Repairer	12.95
05400	Transmission Repair Specialist	15.85
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	7.26

07010	Baker	9.82
07041	Cook I	9.01
07042	Cook II	9.82
07070	Dishwasher	7.02
07130	Meat Cutter	10.46
07250	Waiter/Waitress	7.52
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	16.36
09040	Furniture Handler	12.56
09070	Furniture Refinisher	16.36
09100	Furniture Refinisher Helper	13.24
09110	Furniture Repairer, Minor	15.06
09130	Upholsterer	16.36
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	7.68
11060	Elevator Operator	8.57
11090	Gardener	10.37
11121	House Keeping Aid I	6.98
11122	House Keeping Aid II	8.09
11150	Janitor	8.16
11210	Laborer, Grounds Maintenance	11.26
11240	Maid or Houseman	7.18
11270	Pest Controller	10.68
11300	Refuse Collector	8.57
11330	Tractor Operator	9.93
11360	Window Cleaner	9.63
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	11.04
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	10.70
12072	Licensed Practical Nurse II	12.01
12073	Licensed Practical Nurse III	13.43
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	12.08
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.59
12222	Nursing Assistant II	8.53
12223	Nursing Assistant III	9.31
12224	Nursing Assistant IV	10.44
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.28
12311	Registered Nurse I	15.31
12312	Registered Nurse II	18.74
12313	Registered Nurse II, Specialist	18.74

12314	Registered Nurse III	22.67
12315	Registered Nurse III, Anesthetist	22.67
12316	Registered Nurse IV	27.17
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	17.97
13011	Exhibits Specialist I	14.52
13012	Exhibits Specialist II	17.97
13013	Exhibits Specialist III	22.14
13041	Illustrator I	14.52
13042	Illustrator II	17.97
13043	Illustrator III	22.14
13047	Librarian	20.00
13050	Library Technician	11.18
13071	Photographer I	11.36
13072	Photographer II	12.71
13073	Photographer III	15.74
13074	Photographer IV	19.25
13075	Photographer V	23.29
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	6.84
15030	Counter Attendant	6.84
15040	Dry Cleaner	8.98
15070	Finisher, Flatwork, Machine	6.84
15090	Presser, Hand	6.84
15100	Presser, Machine, Drycleaning	6.84
15130	Presser, Machine, Shirts	6.84
15160	Presser, Machine, Wearing Apparel, Laundry	6.84
15190	Sewing Machine Operator	9.60
15220	Tailor	10.17
15250	Washer, Machine	7.49
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	16.36
19040	Tool and Die Maker	18.99
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	14.78
21020	Material Coordinator	15.49
21030	Material Expediter	15.49
21040	Material Handling Laborer	12.52
21050	Order Filler	11.11
21071	Forklift Operator	12.59
21080	Production Line Worker (Food Processing)	13.24
21100	Shipping/Receiving Clerk	11.18
21130	Shipping Packer	12.23
21140	Store Worker I	9.46
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.50

21210	Tools and Parts Attendant	13.24
21400	Warehouse Specialist	13.24
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
23010	Aircraft Mechanic	18.23
23040	Aircraft Mechanic Helper	13.61
23050	Aircraft Quality Control Inspector	18.16
23060	Aircraft Servicer	15.48
23070	Aircraft Worker	16.11
23100	Appliance Mechanic	16.82
23120	Bicycle Repairer	12.95
23125	Cable Splicer	20.96
23130	Carpenter, Maintenance	15.26
23140	Carpet Layer	16.65
23160	Electrician, Maintenance	18.52
23181	Electronics Technician, Maintenance I	16.69
23182	Electronics Technician, Maintenance II	17.43
23183	Electronics Technician, Maintenance III	18.09
23260	Fabric Worker	15.48
23290	Fire Alarm System Mechanic	17.48
23310	Fire Extinguisher Repairer	14.64
23340	Fuel Distribution System Mechanic	17.48
23370	General Maintenance Worker	14.61
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.19
23430	Heavy Equipment Mechanic	15.85
23440	Heavy Equipment Operator	16.80
23460	Instrument Mechanic	18.23
23470	Laborer	9.33
23500	Locksmith	16.82
23530	Machinery Maintenance Mechanic	16.30
23550	Machinist, Maintenance	15.85
23580	Maintenance Trades Helper	12.83
23640	Millwright	19.81
23700	Office Appliance Repairer	16.82
23740	Painter, Aircraft	16.82
23760	Painter, Maintenance	17.29
23790	Pipefitter, Maintenance	18.23
23800	Plumber, Maintenance	17.55
23820	Pneudraulic Systems Mechanic	17.48
23850	Rigger	17.48
23870	Scale Mechanic	16.11
23890	Sheet-Metal Worker, Maintenance	20.49
23910	Small Engine Mechanic	16.11
23930	Telecommunication Mechanic I	18.81
23931	Telecommunication Mechanic II	22.48
23950	Telephone Lineman	18.19
23960	Welder, Combination, Maintenance	15.85
23965	Well Driller	17.48
23970	Woodcraft Worker	17.48

23980	Woodworker	14.64
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	8.22
24580	Child Care Center Clerk	11.88
24600	Chore Aid	8.04
24630	Homemaker	13.78
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	17.01
25040	Sewage Plant Operator	16.36
25070	Stationary Engineer	18.23
25190	Ventilation Equipment Tender	13.24
25210	Water Treatment Plant Operator	16.36
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	17.54
27004	Alarm Monitor	8.89
27006	Corrections Officer	13.87
27010	Court Security Officer	15.21
27040	Detention Officer	13.87
27070	Firefighter	14.43
27101	Guard I	9.95
27102	Guard II	10.82
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
28010	Blocker and Bracer	16.26
28020	Hatch Tender	15.68
28030	Line Handler	15.68
28040	Stevedore I	15.44
28050	Stevedore II	16.79
<b>29000</b>	<b>Technical Occupations</b>	
21150	Graphic Artist	18.32
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	12.29
29024	Archeological Technician II	13.74
29025	Archeological Technician III	17.03
29030	Cartographic Technician	19.23
29035	Computer Based Training (CBT) Specialist/ Instructor	22.38
29040	Civil Engineering Technician	15.74
29061	Drafter I	12.68
29062	Drafter II	12.97
29063	Drafter III	14.52
29064	Drafter IV	17.97
29081	Engineering Technician I	16.89
29082	Engineering Technician II	17.28

29083	Engineering Technician III	19.32
29084	Engineering Technician IV	23.94
29085	Engineering Technician V	29.28
29086	Engineering Technician VI	35.43
29090	Environmental Technician	17.51
29100	Flight Simulator/Instructor (Pilot)	24.38
29160	Instructor	21.07
29210	Laboratory Technician	16.10
29240	Mathematical Technician	16.53
29361	Paralegal/Legal Assistant I	13.64
29362	Paralegal/Legal Assistant II	17.20
29363	Paralegal/Legal Assistant III	21.03
29364	Paralegal/Legal Assistant IV	25.42
29390	Photooptics Technician	16.55
29480	Technical Writer	20.83
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.46
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.41
29622	Weather Observer, Upper Air (3)	14.41
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
31030	Bus Driver	13.77
31260	Parking and Lot Attendant	10.21
31290	Shuttle Bus Driver	14.25
31300	Taxi Driver	12.60
31361	Truckdriver, Light Truck	13.14
31362	Truckdriver, Medium Truck	13.77
31363	Truckdriver, Heavy Truck	14.33
31364	Truckdriver, Tractor-Trailer	14.33
<b>99000</b>	<b>Miscellaneous Occupations</b>	
99020	Animal Caretaker	8.12
99030	Cashier	7.24
99041	Carnival Equipment Operator	10.05
99042	Carnival Equipment Repairer	10.37
99043	Carnival Worker	8.04
99050	Desk Clerk	8.22
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.50
99500	Recreation Specialist	11.39
99510	Recycling Worker	10.58

99610	Sales Clerk	9.95
99620	School Crossing Guard (Crosswalk Attendant)	7.46
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	18.70
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.62
99660	Surveying Aide	11.70
99690	Swimming Pool Operator	10.46
99720	Vending Machine Attendant	9.19
99730	Vending Machine Repairer	10.46
99740	Vending Machine Repairer Helper	9.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,



explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

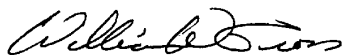
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor



William W. Gross  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2215  
Revision No.: 20  
Date of Last Revision: 05/29/2002

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.57
Accounting Clerk II	11.52
Accounting Clerk III	14.57
Accounting Clerk IV	16.28
Court Reporter	15.51
Dispatcher, Motor Vehicle	14.87
Document Preparation Clerk	11.59
Duplicating Machine Operator	11.59
Film/Tape Librarian	10.66
General Clerk I	7.81
General Clerk II	9.29
General Clerk III	12.05
General Clerk IV	13.64
Housing Referral Assistant	14.83
Key Entry Operator I	9.62
Key Entry Operator II	10.51
Messenger (Courier)	8.26
Order Clerk I	10.14
Order Clerk II	10.81
Personnel Assistant (Employment) I	11.14
Personnel Assistant (Employment) II	12.52
Personnel Assistant (Employment) III	14.40
Personnel Assistant (Employment) IV	16.71
Production Control Clerk	16.88
Rental Clerk	10.66
Scheduler, Maintenance	10.66
Secretary I	10.66
Secretary II	12.26

Secretary III	14.23
Secretary IV	17.21
Secretary V	19.05
Service Order Dispatcher	12.87
Stenographer I	12.00
Stenographer II	13.49
Supply Technician	17.21
Survey Worker (Interviewer)	13.37
Switchboard Operator-Receptionist	9.91
Test Examiner	12.26
Test Proctor	12.26
Travel Clerk I	9.55
Travel Clerk II	10.04
Travel Clerk III	10.83
Word Processor I	9.64
Word Processor II	10.75
Word Processor III	11.87

**Automatic Data Processing Occupations**

Computer Data Librarian	11.05
Computer Operator I	12.37
Computer Operator II	13.36
Computer Operator III	17.10
Computer Operator IV	18.34
Computer Operator V	20.29
Computer Programmer I (1)	14.58
Computer Programmer II (1)	19.37
Computer Programmer III (1)	21.94
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.84
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.71

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.95
Automotive Glass Installer	18.15
Automotive Worker	18.15
Electrician, Automotive	18.96
Mobile Equipment Servicer	16.17
Motor Equipment Metal Mechanic	19.95
Motor Equipment Metal Worker	18.15
Motor Vehicle Mechanic	20.17
Motor Vehicle Mechanic Helper	15.16
Motor Vehicle Upholstery Worker	17.16
Motor Vehicle Wrecker	18.15
Painter, Automotive	18.96
Radiator Repair Specialist	18.15
Tire Repairer	15.62

Transmission Repair Specialist	19.95
<b>Food Preparation and Service Occupations</b>	
Baker	10.68
Cook I	9.51
Cook II	10.68
Dishwasher	7.32
Food Service Worker	7.32
Meat Cutter	12.13
Waiter/Waitress	7.91
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	18.96
Furniture Handler	13.37
Furniture Refinisher	18.96
Furniture Refinisher Helper	15.16
Furniture Repairer, Minor	17.16
Upholsterer	18.96
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	8.12
Elevator Operator	8.44
Gardener	10.17
House Keeping Aid I	7.17
House Keeping Aid II	8.43
Janitor	8.44
Laborer, Grounds Maintenance	9.15
Maid or Houseman	7.18
Pest Controller	11.11
Refuse Collector	7.39
Tractor Operator	9.52
Window Cleaner	9.12
<b>Health Occupations</b>	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.43
Nursing Assistant II	8.76
Nursing Assistant III	9.57
Nursing Assistant IV	10.72
Pharmacy Technician	12.19
Phlebotomist	11.24

Registered Nurse I	14.96
Registered Nurse II	18.31
Registered Nurse II, Specialist	18.31
Registered Nurse III	22.16
Registered Nurse III, Anesthetist	22.16
Registered Nurse IV	26.54

**Information and Arts Occupations**

Audiovisual Librarian	17.21
Exhibits Specialist I	15.56
Exhibits Specialist II	19.26
Exhibits Specialist III	23.49
Illustrator I	15.56
Illustrator II	19.26
Illustrator III	23.49
Librarian	19.35
Library Technician	13.09
Photographer I	12.94
Photographer II	15.56
Photographer III	19.26
Photographer IV	23.49
Photographer V	28.50

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.23
Counter Attendant	7.23
Dry Cleaner	8.26
Finisher, Flatwork, Machine	7.23
Presser, Hand	7.23
Presser, Machine, Drycleaning	7.23
Presser, Machine, Shirts	7.23
Presser, Machine, Wearing Apparel, Laundry	7.23
Sewing Machine Operator	8.91
Tailor	9.55
Washer, Machine	8.94

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.96
Tool and Die Maker	24.75

**Material Handling and Packing Occupations**

Forklift Operator	15.00
Fuel Distribution System Operator	16.17
Material Coordinator	16.88
Material Expediter	16.88
Material Handling Laborer	9.88
Order Filler	11.75
Production Line Worker (Food Processing)	13.40
Shipping Packer	15.04

Shipping/Receiving Clerk	16.54
Stock Clerk (Shelf Stocker; Store Worker II)	14.69
Store Worker I	11.49
Tools and Parts Attendant	14.75
Warehouse Specialist	14.75

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	20.27
Aircraft Mechanic Helper	15.16
Aircraft Quality Control Inspector	20.75
Aircraft Servicer	17.16
Aircraft Worker	18.15
Appliance Mechanic	18.96
Bicycle Repairer	15.62
Cable Splicer	20.53
Carpenter, Maintenance	18.96
Carpet Layer	18.15
Electrician, Maintenance	20.17
Electronics Technician, Maintenance I	20.02
Electronics Technician, Maintenance II	24.57
Electronics Technician, Maintenance III	30.71
Fabric Worker	17.16
Fire Alarm System Mechanic	19.95
Fire Extinguisher Repairer	16.17
Fuel Distribution System Mechanic	19.95
General Maintenance Worker	18.15
Heating, Refrigeration and Air Conditioning Mechanic	19.95
Heavy Equipment Mechanic	19.95
Heavy Equipment Operator	19.95
Instrument Mechanic	19.95
Laborer	10.12
Locksmith	18.96
Machinery Maintenance Mechanic	21.70
Machinist, Maintenance	19.95
Maintenance Trades Helper	15.16
Millwright	20.56
Office Appliance Repairer	18.96
Painter, Aircraft	18.96
Painter, Maintenance	18.96
Pipefitter, Maintenance	20.69
Plumber, Maintenance	19.66
Pneudraulic Systems Mechanic	19.95
Rigger	19.95
Scale Mechanic	18.15
Sheet-Metal Worker, Maintenance	19.95
Small Engine Mechanic	18.15
Telecommunication Mechanic I	20.17
Telecommunication Mechanic II	21.09
Telephone Lineman	19.95

Welder, Combination, Maintenance	19.95
Well Driller	19.95
Woodcraft Worker	19.95
Woodworker	16.17

**Miscellaneous Occupations**

Animal Caretaker	8.41
Carnival Equipment Operator	9.30
Carnival Equipment Repairer	9.82
Carnival Worker	7.56
Cashier	7.62
Desk Clerk	9.27
Embalmer	17.39
Lifeguard	9.42
Mortician	18.88
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.11
Recreation Specialist	12.92
Recycling Worker	9.09
Sales Clerk	9.85
School Crossing Guard (Crosswalk Attendant)	7.32
Sport Official	9.11
Survey Party Chief (Chief of Party)	16.11
Surveying Aide	10.54
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.46
Swimming Pool Operator	10.79
Vending Machine Attendant	9.09
Vending Machine Repairer	10.79
Vending Machine Repairer Helper	9.09

**Personal Needs Occupations**

Child Care Attendant	9.27
Child Care Center Clerk	11.59
Chore Aid	7.93
Homemaker	14.77

**Plant and System Operation Occupations**

Boiler Tender	21.95
Sewage Plant Operator	20.86
Stationary Engineer	21.95
Ventilation Equipment Tender	15.16
Water Treatment Plant Operator	18.96

**Protective Service Occupations**

Alarm Monitor	14.94
Corrections Officer	14.42
Court Security Officer	15.21
Detention Officer	14.42
Firefighter	14.43



Guard I	10.03
Guard II	17.18
Police Officer	17.54

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.88
Hatch Tender	15.88
Line Handler	15.88
Stevedore I	14.42
Stevedore II	17.60

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.31
Air Traffic Control Specialist, Station (2)	18.83
Air Traffic Control Specialist, Terminal (2)	20.74
Archeological Technician I	15.29
Archeological Technician II	17.13
Archeological Technician III	21.19
Cartographic Technician	22.11
Civil Engineering Technician	19.65
Computer Based Training (CBT) Specialist/ Instructor	22.84
Drafter I	11.64
Drafter II	13.07
Drafter III	15.72
Drafter IV	19.45
Engineering Technician I	15.77
Engineering Technician II	17.71
Engineering Technician III	21.87
Engineering Technician IV	23.56
Engineering Technician V	32.10
Engineering Technician VI	38.81
Environmental Technician	17.58
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.77
Instructor	19.82
Laboratory Technician	16.39
Mathematical Technician	21.60
Paralegal/Legal Assistant I	12.80
Paralegal/Legal Assistant II	17.87
Paralegal/Legal Assistant III	21.80
Paralegal/Legal Assistant IV	26.45
Photooptics Technician	20.49
Technical Writer	24.75
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.39

Weather Observer, Senior (3)	18.19
Weather Observer, Upper Air (3)	16.39

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	10.69
Parking and Lot Attendant	7.51
Shuttle Bus Driver	9.77
Taxi Driver	7.56
Truckdriver, Heavy Truck	11.95
Truckdriver, Light Truck	9.50
Truckdriver, Medium Truck	10.22
Truckdriver, Tractor-Trailer	15.15

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2307  
Revision No.: 23  
Date of Last Revision: 05/29/2002

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte  
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.46
Accounting Clerk II	11.70
Accounting Clerk III	13.47
Accounting Clerk IV	16.15
Court Reporter	12.84
Dispatcher, Motor Vehicle	14.39
Document Preparation Clerk	10.51
Duplicating Machine Operator	10.51
Film/Tape Librarian	10.02
General Clerk I	8.88
General Clerk II	10.51
General Clerk III	12.20
General Clerk IV	14.42
Housing Referral Assistant	17.00
Key Entry Operator I	9.37
Key Entry Operator II	11.74
Messenger (Courier)	8.63
Order Clerk I	10.43
Order Clerk II	13.33
Personnel Assistant (Employment) I	12.45
Personnel Assistant (Employment) II	14.19
Personnel Assistant (Employment) III	15.77
Personnel Assistant (Employment) IV	17.15
Production Control Clerk	15.35
Rental Clerk	11.91
Scheduler, Maintenance	12.45
Secretary I	12.45
Secretary II	14.56
Secretary III	17.00

Secretary IV	20.18
Secretary V	22.71
Service Order Dispatcher	19.25
Stenographer I	10.43
Stenographer II	11.91
Supply Technician	20.18
Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	10.23
Test Examiner	14.56
Test Proctor	14.56
Travel Clerk I	9.87
Travel Clerk II	10.67
Travel Clerk III	11.45
Word Processor I	11.06
Word Processor II	13.52
Word Processor III	14.08

**Automatic Data Processing Occupations**

Computer Data Librarian	11.72
Computer Operator I	12.63
Computer Operator II	13.56
Computer Operator III	16.95
Computer Operator IV	20.82
Computer Operator V	21.75
Computer Programmer I (1)	18.58
Computer Programmer II (1)	23.82
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.56

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	20.03
Automotive Glass Installer	18.59
Automotive Worker	18.59
Electrician, Automotive	19.32
Mobile Equipment Servicer	16.51
Motor Equipment Metal Mechanic	20.03
Motor Equipment Metal Worker	18.59
Motor Vehicle Mechanic	20.03
Motor Vehicle Mechanic Helper	15.47
Motor Vehicle Upholstery Worker	17.54
Motor Vehicle Wrecker	18.59
Painter, Automotive	19.32
Radiator Repair Specialist	18.59
Tire Repairer	15.18
Transmission Repair Specialist	20.03

**Food Preparation and Service Occupations**

Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	8.16
Meat Cutter	12.72
Waiter/Waitress	8.04

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69
Upholsterer	18.38

**General Services and Support Occupations**

Cleaner, Vehicles	8.57
Elevator Operator	10.79
Gardener	12.14
House Keeping Aid I	7.51
House Keeping Aid II	9.42
Janitor	9.83
Laborer, Grounds Maintenance	10.12
Maid or Houseman	7.70
Pest Controller	12.18
Refuse Collector	9.38
Tractor Operator	11.65
Window Cleaner	10.63

**Health Occupations**

Dental Assistant	12.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.16
Licensed Practical Nurse I	11.45
Licensed Practical Nurse II	12.89
Licensed Practical Nurse III	14.40
Medical Assistant	11.31
Medical Laboratory Technician	12.00
Medical Record Clerk	12.44
Medical Record Technician	13.62
Nursing Assistant I	7.98
Nursing Assistant II	8.98
Nursing Assistant III	9.79
Nursing Assistant IV	10.99
Pharmacy Technician	12.26
Phlebotomist	10.21
Registered Nurse I	16.74

Registered Nurse II	21.32
Registered Nurse II, Specialist	21.32
Registered Nurse III	27.03
Registered Nurse III, Anesthetist	27.03
Registered Nurse IV	31.01

**Information and Arts Occupations**

Audiovisual Librarian	17.42
Exhibits Specialist I	18.48
Exhibits Specialist II	21.73
Exhibits Specialist III	25.85
Illustrator I	16.95
Illustrator II	19.75
Illustrator III	23.50
Librarian	22.55
Library Technician	11.72
Photographer I	12.22
Photographer II	15.71
Photographer III	16.93
Photographer IV	20.69
Photographer V	25.05

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.19
Counter Attendant	7.19
Dry Cleaner	9.32
Finisher, Flatwork, Machine	7.19
Presser, Hand	7.19
Presser, Machine, Drycleaning	7.19
Presser, Machine, Shirts	7.19
Presser, Machine, Wearing Apparel, Laundry	7.19
Sewing Machine Operator	10.00
Tailor	10.67
Washer, Machine	7.97

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.38
Tool and Die Maker	24.88

**Material Handling and Packing Occupations**

Forklift Operator	13.47
Fuel Distribution System Operator	15.71
Material Coordinator	18.25
Material Expediter	18.25
Material Handling Laborer	14.72
Order Filler	12.29
Production Line Worker (Food Processing)	15.32
Shipping Packer	11.32
Shipping/Receiving Clerk	11.32



Stock Clerk (Shelf Stocker; Store Worker II)	14.43
Store Worker I	10.73
Tools and Parts Attendant	15.32
Warehouse Specialist	15.32

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.06
Aircraft Mechanic Helper	14.72
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.69
Aircraft Worker	17.69
Appliance Mechanic	18.38
Bicycle Repairer	15.18
Cable Splicer	23.09
Carpenter, Maintenance	19.33
Carpet Layer	17.69
Electrician, Maintenance	22.89
Electronics Technician, Maintenance I	17.46
Electronics Technician, Maintenance II	26.65
Electronics Technician, Maintenance III	27.20
Fabric Worker	16.69
Fire Alarm System Mechanic	19.06
Fire Extinguisher Repairer	15.71
Fuel Distribution System Mechanic	19.06
General Maintenance Worker	17.69
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.06
Heavy Equipment Operator	19.20
Instrument Mechanic	19.06
Laborer	9.52
Locksmith	18.38
Machinery Maintenance Mechanic	19.06
Machinist, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	22.41
Office Appliance Repairer	18.38
Painter, Aircraft	20.22
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneudraulic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.69
Sheet-Metal Worker, Maintenance	22.02
Small Engine Mechanic	17.69
Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06

Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71

**Miscellaneous Occupations**

Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	7.40
Desk Clerk	8.17
Embalmer	17.51
Lifeguard	9.48
Mortician	18.04
Park Attendant (Aide)	11.91
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	11.72
Sales Clerk	9.03
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.41
Survey Party Chief (Chief of Party)	15.54
Surveying Aide	9.66
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.23
Swimming Pool Operator	13.26
Vending Machine Attendant	11.03
Vending Machine Repairer	13.26
Vending Machine Repairer Helper	11.03

**Personal Needs Occupations**

Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.97
Homemaker	13.00

**Plant and System Operation Occupations**

Boiler Tender	19.12
Sewage Plant Operator	18.44
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38

**Protective Service Occupations**

Alarm Monitor	12.88
Corrections Officer	15.72
Court Security Officer	17.49
Detention Officer	15.72
Firefighter	16.92
Guard I	9.87

Guard II	16.07
Police Officer	18.65

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.38
Air Traffic Control Specialist, Station (2)	19.57
Air Traffic Control Specialist, Terminal (2)	21.56
Archeological Technician I	13.06
Archeological Technician II	14.60
Archeological Technician III	18.09
Cartographic Technician	20.86
Civil Engineering Technician	18.62
Computer Based Training (CBT) Specialist/ Instructor	23.65
Drafter I	14.52
Drafter II	15.70
Drafter III	19.48
Drafter IV	22.71
Engineering Technician I	15.54
Engineering Technician II	19.08
Engineering Technician III	21.95
Engineering Technician IV	24.41
Engineering Technician V	29.54
Engineering Technician VI	32.73
Environmental Technician	18.62
Flight Simulator/Instructor (Pilot)	26.93
Graphic Artist	20.91
Instructor	22.12
Laboratory Technician	16.63
Mathematical Technician	18.62
Paralegal/Legal Assistant I	13.46
Paralegal/Legal Assistant II	17.52
Paralegal/Legal Assistant III	21.42
Paralegal/Legal Assistant IV	25.92
Photooptics Technician	16.93
Technical Writer	21.41
Unexploded (UXO) Safety Escort	18.04
Unexploded (UXO) Sweep Personnel	18.04
Unexploded Ordnance (UXO) Technician I	18.04
Unexploded Ordnance (UXO) Technician II	21.83
Unexploded Ordnance (UXO) Technician III	26.16
Weather Observer, Combined Upper Air and Surface Programs (3)	15.72
Weather Observer, Senior (3)	19.15

Weather Observer, Upper Air (3)

15.72

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.27
Parking and Lot Attendant	8.67
Shuttle Bus Driver	12.71
Taxi Driver	10.65
Truckdriver, Heavy Truck	17.81
Truckdriver, Light Truck	12.71
Truckdriver, Medium Truck	17.05
Truckdriver, Tractor-Trailer	17.81

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.